

Total Compensation Advisory Council (TCAC)

Minutes of the Meeting of February 27, 2004

Present: Patty Goodwin
Mona Heustis
Mary Ann Myer
Joe Nicolini
John Postolowski
Deb Roberts

DPA Jeff Schutt
Karen Fassler
Sue Huang

Jeff Schutt introduced John Postolowski as the new TCAC member from the Division of Insurance. The group approved the minutes of the November 21, 2003 meeting.

Legislative Update: Mr. Schutt updated TCAC on SB04-007 (transferring the authority to determine which administrative positions in higher education are exempt), SB04-008 (eliminating the requirement of at least 2 HMO plans, and allowing the Personnel Director the authority to determine employees' eligibility for benefits), and SB04-010 (requiring the Personnel Director to adopt rules/procedures for all paid leave, including sick leave). Mr. Schutt also gave a brief update on the status of the Civil Service Reform legislation.

Annual Compensation Survey Update: Ms. Huang explained the updates to the annual survey report done in November 2003, which included two new surveys (Health Care and Western Slope) and the newest Employment Cost Index (ECI) that became available to the Department in November. There was only a small difference with this new survey information. Ms. Huang went over the Joint Budget Committee (JBC) February 5th decisions (occupational group survey recommendations and no performance-based pay funding). The JBC had a meeting on February 25th over OSPB's Comeback request (2% salary adjustment for all employees except those needing improvement and PBP funding as requested by the Personnel Department in December 1, 2003). Mr. Schutt explained to the Council that this final recommendation supported the state's intent in providing prevailing pay structures as well as the intent to implement the performance-based-pay system.

FY 05-06 Survey Process – Ms. Huang provided copies of FY05-06 survey process draft document and asked the Council to review the proposal and email her if there are any questions regarding the survey process. DHR will publish the survey process proposal and hold two meet and confer meetings on March 16 to solicit suggestions from employees.

Other Discussions - There were discussions over performance pay systems (e.g., if one system would fit all different occupations within the state personnel system). It is

suggested that at least the state implement one system and have the opportunity to evaluate how that system works. Council members were encouraged to submit their ideas and thoughts to DHR (other than seniority as it is disallowed by statute). Mr. Schutt suggested that the Council spend one meeting in September or October to address performance management and performance pay statistics.

Mr. Schutt asked if the Council would like to continue monthly meetings. It was decided that monthly meetings be scheduled as usual. However, DHR will send a cancellation notice in any month when there are insufficient agenda items.

Agenda Items for March 26, 2004 Meeting: Council members were asked to email Sue at sue.huang@state.co.us if they have agenda items for the next meeting.